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SERIES II No. 29

OFFICIAL GAZETTE

GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There are two Extraordinary issues to the Official Gazette, Series II No. 28 dated 7-10-2010 as follows:-

- 1) *Extraordinary dated 7-10-2010 from pages 679 to 680 regarding Directions from Department of Elections (Office of the Chief Electoral Officer).*
- 2) *Extraordinary (No. 2) dated 8-10-2010 from pages 681 to 682 regarding Orders from Department of Elections (Office of the Chief Electoral Officer).*

GOVERNMENT OF GOA

Department of Finance
Revenue & Control Division

Notification

No. Fin(Rev)/2/35/2/74-I (A)

In exercise of the powers conferred by sub-rule (4) of Rule 99 of the Goa Excise Duty Rules, 1964, the Government of Goa, being satisfied that it is necessary in the public interest, hereby directs that all licensed premises "for the sale of liquor" located in Satari Taluka, shall be closed from 5.00 p.m. of 16th October, 2010 to 5.00 p.m. of 18th October, 2010 and on the day of counting of votes i.e. on 21st October, 2010 in view of Bye-election to 19—Valpoi Assembly Constituency.

However, the licensed premises having licence for "Bar and Restaurant" may be allowed to keep the restaurant open for serving food only. However, the Bar counter shall be closed and no liquor shall be allowed to serve on the said days. The owners of the licensed premises having "Bar & Restaurant" shall also display a board in the premises that no liquor will be served and that the restaurant will be open for serving food only.

By order and in the name of the Governor of Goa.

Rajendra Gawandalkar, Under Secretary Finance (R&C).

Porvorim, 12th October, 2010.

Notification

No. Fin(Rev)/2/35/2/74-I (B)

In exercise of the powers conferred by Sections 5 and 8 of the Goa Excise Duty Act, 1964 (Act 5 of 1964) (hereinafter called the "said Act"), the Government of Goa hereby prescribes that, notwithstanding anything contained in the Government Notifications No. Fin (Rev.)/2-35/SE/6/68/(A) dated 29-2-1972 and No. Fin (Rev.)/2-35/SE/6/65/(B) dated 29-2-1972, the following shall be the maximum quantity of liquor which can be transported from one place to another within Satari Taluka, Goa, by any person or which can be possessed by any person within said area without a permit issued in accordance with the provisions of the said Act and the Rules made thereunder, from 5.00 p.m. of 16th October, 2010 to 5.00 p.m. of 18th October, 2010 and on the day of counting of votes i.e. on 21st October, 2010.

- (a) Three quart bottles of Indian made foreign liquor other than beer and six bottles of beer for any person including his family.
- (b) Three quart bottles of country liquor for any person including his family.

This Notification shall remain in force only from 5.00 p.m. of 16th October, 2010 to 5.00 p.m. of 18th October, 2010 and on the day of counting of votes i.e. on 21st October, 2010 in view of Bye-election to 19—Valpoi Assembly Constituency.

By order and in the name of the Governor of Goa.

Rajendra Gawandalkar, Under Secretary Finance (R&C).

Porvorim, 12th October, 2010.

Finance (Debt Management) Division

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Notification

No. 2/8/2000-FCC (Part)

Read: 1) Notification No. 2/8/2000-FCC dated 9-06-2008.

In pursuance of Article of Association of the Goa State Infrastructure Development Corporation, Government of Goa is pleased to withdraw the name of Shri Laxmikant P. Kamat on the Board of Directors of Goa State Infrastructure Development Corporation appearing in the Notification referred to above with immediate effect.

By order and in the name of the Governor of Goa.

Meena Priolkar, Under Secretary Fin. (Bud-II).

Porvorim, 8th October, 2010.

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Department of Home

Home—General Division

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Order

No. 2/54/2007-HD(G)

Read: Order No. 4-3-2-2001/LD(I) dated 19-08-2004 and corrigendum of even number dated 06-10-2004.

Government is pleased to extend the ad hoc appointment of Smt. Milena Gomes e Pinto, Public Prosecutor, for a further period of six months with effect from 28-08-2010 to 27-02-2011 or till the post is filled on regular basis, whichever is earlier.

This issues with concurrence of Goa Public Service Commission vide their letter No. COM/II/11/58(3)/2004/1620 dated 29-09-2010.

By order and in the name of the Governor of Goa.

Siddhivinayak S. Naik, Under Secretary (Home).

Porvorim, 30th September, 2010.

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Department of Labour

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Notification

No. 28/1/2010-LAB

The following award passed by the Industrial Tribunal-cum-Labour Court-I at Panaji-Goa on 16-09-2010 in reference No. IT/23/09 is hereby

published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Labour).

Porvorim, 4th October, 2010.

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IN THE INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT-I AT PANAJI

(Before Shri B. P. Deshpande, Presiding Officer)

Ref. No. IT/23/09

Workmen,
Represented by
Goa Trade & Commercial
Workers Union,
Velho Building,
Panaji-Goa.

... Workmen/Party I

V/s

M/s. Goa Sintered Products
Pvt. Ltd.,
Navelim, Davorlim,
Salcete, Goa.

... Employer/Party II

Party I/Workmen are represented by Adv., Shri Suhas Naik.

Party II/Employer is represented by Shri Anil Lotlikar, Managing Director.

AWARD

(Passed on this 16th day of September, 2010)

In exercise of the powers conferred under Section 10(1)(d) of the Industrial Dispute Act, the Government of Goa referred the following dispute for adjudication of this Tribunal.

“(1) Whether the following demands served on the management of M/s. Goa Sintered Products Private Limited, Davorlim, Navelim, Salcete, Goa, by the Goa Trade and Commercial Workers' Union vide their letter No. Lt/Goa Sintered Product/ /Termination of existing Settlement/2006 dated 18-05-2006, are legal and justified?

(I) FLAT RISE AND BASIC SALARY:

It is demanded that each worker be paid a sum of Rs. 750/- as flat-rise over and above the existing consolidated salary as on 30-06-2006. The total consolidated salary as on 30-06-2006 plus flat-rise of Rs. 750/- per

month be placed in the pay-scales given below and fitted in the appropriate stage which shall be the Basic Pay of each worker w.e.f. 01-7-2006.

GRADE	DESIGNATION	PAY SCALE
I	Helper/Packer	1250-65-1575-75-1950-85-2375-95-2850.
II	Operator Grade I	1400-70-1750-80-2150-90-2600-100-3100.
III	Operator Grade II	1850-85-2275-95-2750-105-3275-115-3850.
IV	Operator Grade III	2100-95-2575-105-3100-115-3675-125-4300.
V	Setter	2450-105-2975-115-3550-125-4175-135-4850.

(II) FIXED DEARNESS ALLOWANCE:

It is demanded that with effect from 01-7-2006, each worker be paid Rs. 1,000/- per month towards Fixed Dearness Allowance.

(III) VARIABLE DEARNESS ALLOWANCE:

It is demanded that with effect from 01-07-2006, each worker be paid a Variable Dearness Allowance (VDA) @ Rs. 1.75 per point over and above base 650 points AAICPI (1960=100). The Variable Dearness Allowance (VDA) should be revised every quarter.

(IV) HOUSE RENT ALLOWANCE:

It is demanded that with effect from 01-07-2006, each worker be paid a house rent allowance @ 40% on the basic salary with a minimum House Rent Allowance of Rs. 800/- per month.

(V) CONVEYANCE ALLOWANCE:

It is demanded that, with effect from 1-7-2006, each worker be paid an additional Conveyance Allowance @ Rs. 500/- per month.

(VI) UNIFORMS/WASHING ALLOWANCE:

It is demanded that, with effect from 01-07-2006 each worker be issued two sets of uniforms, every year and that with effect from 01-07-2006 each worker be paid a sum of Rs.150/- per month towards Washing Allowance.

(VII) REST ROOMS/CHANGING ROOMS:

To be discussed.

(VIII) RAINCOAT/UMBRELLA AND SAFETY SHOES:

It is demanded that, each pair of raincoat, one umbrella and one pair of safety shoes be issued to all workers every year.

(IX) TEA AND SNACKS:

It is demanded that, each worker be made eligible for the following leave facilities:

- (a) PRIVILEGE LEAVE: 30 days per annum with a facility to accumulate upto 100 days and encash.
- (b) CASUAL LEAVE: 10 days per annum with a facility to accumulate upto 30 days.
- (c) SICK LEAVE: 10 days per annum with a facility to accumulate upto 30 days.
- (d) HOLIDAYS: 14 days per annum.

(XI) BONUS:

It is demanded that, each worker be paid bonus @ 20% per annum.

(XII) ACCIDENT FACILITY WHILE ON DUTY:

It is demanded that whenever any accident occurs at the workplace or outside the factory to any Workman while on duty, each Workman be paid full salary as on duty and further, the management should reimburse all the medical expenses incurred by such employee, either in private or Government hospital.

(XIII) EXISTING FACILITIES:

It is demanded that, the existing facilities which are enjoyed by the workers shall continue to remain in force unaltered which are not specifically dealt in the present charter of demands till it's finalization.

(2) If the answer to (I) above is in the affirmative, then to what relief the workmen are entitled ?

2. Notices were issued to both parties. However, Shri Subhash Naik appeared for Party I and filed application vide Exb. 6 disclosing that notices to the workmen to be issued since the said workmen resigned from the union membership after settling the dispute of the present subject matter with the employer.

Similarly, letter addressed to this Tribunal was also received from Chandrakanth Pednekar, Ulhas Naik and Ram Page disclosing therein that the Goa Trade and Commercial Workers Union had submitted charter of demands dated 9-12-2006 to the management of Party II on behalf of workers of the said company. Thereafter, discussions were held but demands could not be settled before the Labour Commissioner and hence reference was made to this court. Similarly, further discussions were held between the management and the union for the settlement of the dispute and individual memorandum of settlement have been executed by the Workmen with the management and such copies have been forwarded to the Deputy Labour Commissioner. In view of this, Workmen resolved all the disputes/differences with the management. The copies of such individual settlements were called from Deputy Labour Commissioner and the same have been received wherein it is found that individual settlement have been executed between the Workmen and the company and the dispute/ /differences have been settled amicably.

3. In view of the above facts, it is clear that all the workers of the said union have settled their differences with the management and hence no dispute exists. Hence the

ORDER

Since the parties have settled the differences by executing individual settlement with the management, no dispute exists. Inform the Government accordingly.

Sd/-

B. P. Deshpande
Presiding Officer,
Industrial Tribunal-cum-
-Labour Court-I

Notification

No. 28/1/2010-LAB

The following award passed by the Industrial Tribunal-cum-Labour Court-I at Panaji-Goa on 01-09-2010 in reference No. IT/38/1995 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor
of Goa.

B. S. Kudalkar, Under Secretary (Labour).
Porvorim, 4th October, 2010.

IN THE INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT-I AT PANAJI

(Before Shri B. P. Deshpande, Presiding Officer)

Ref. No. IT/38/1995

Workmen,
Represented by
Kamgar Sabha, Kenedy House,
4th Floor, Goregaonkar Road,
Bombay-400 007. ... Workmen/Party I (1)

Workmen,
Rep. by Kamgarancho Ekvott... Workmen/Party I (2)

V/s

M/s. Hindustan Ciba Geigy Ltd.,
Santa Monica Plant,
Corlim, Ilhas-Goa. ... Employer/Party II

Party I(1)/Workmen are represented by Adv.,
Shri Gautam Yadav.

Party I(2)/Workmen are represented by Shri
Subhash Naik George.

Party II/Employer is represented by Adv., C. V.
Pawasker.

AWARD

(Passed on this 1st day of September, 2010)

In exercise of the powers conferred by Section 10(1)(d) of the Industrial Disputes Act, the Government of Goa referred the following dispute for adjudication to this Tribunal which are as under.

“(1) Whether the demands as mentioned in the Schedule ‘A’ annexed hereto and served by Kamgar Sabha, Thane, on the management of M/s. Hindustan Ciba Geigy Limited, Santa Monica Plant, Corlim, Ilhas, Goa are legal and justified?

(2) If not, to what relief the Workmen are entitled?”

SCHEDULE ‘A’

A set of demands submitted on behalf of
Workmen of M/s. Hindustan Ciba-Geigy
Limited Goa
and

Kamgar Sabha, Thane
(Applicable to monthly rated staff)

Demand No. 1: Basic Scales of Pay

(A) Effective from January 1, 1993 the basic scales of pay of Workmen should be revised.

And
The revised basic scales of pay should be as under:

TECHNICAL GRADES

T-I Process Technicians, Rs. 425-40-705-50-
Chemist, Draughtsman -1105-60-1705.
Asstt. Analyst, Ecology
Technicians, Packing
Lines-in-charge.

T-II Sr. Process Technician, Rs. 465-50-815-60-
Sr. Ecology Technician, -1295-70-1995.
Analyst I, Chemists I,
Sr. Packing Lines
in-charge,
Sr. Draughtsmen.

T-III Process Chemist, Rs. 475-60-895-70-
Analyst II, Chemist II, -1455-80-2255.
Sr. Ecology Technician I.

T-IV Assistant Foreman, Rs. 495-70-985-80-
Chargehand, -1625-90-2525.
Storekeeper, Estate
Supervisor, Analyst III,
Fire & Safety Instructor.

T-V Foreman, Security Rs. 555-80-1115-90-
Supervisor, -1835-100-2835.
Safety Supervisor.
Stores Supervisor,
Design Draughtsman,
Sr. Chargehand,
Sr. Analyst,
Sr. Chemist.

SUBORDINATE AND OPERATIVE STAFF GRADES

O-I Office Boy, Mazdoor Rs. 323-25-495-35-
(Heavy Manual Labour), -77-45-1225
Watchman

O-II Office Boy I, Mazdoor I, Rs. 331-30-541-40-
Packer Assistant Fitter, -861-50-1361.
Assistant Electrician,
Assistant Instrument
Technician, Assistant
Plant Technician, Civil
Assistant, Project
Assistant, Safety
Assistant, Lab. Attendant
Vehicle/Crane/Forklift/
/Tractor Driver, Senior
Watchman, Assistant
Ecology Technician.

O-III Rigger, Jr. Fire Operator, Rs. 387-35-632-45-
Painter, Tailor, Plumber, -992-55-1542.

Mason, Carpenter,
Senior Packer, Jr. Lagger,
Head Watchman
Senior Vehicle/Crane/
/Forklift/Tractor Driver,
Sr. Lab. Attendant.

O-IV Sr. Fire Operator, Fitter, Rs. 425-40-705-50-
Welder, Electrician, -1105-60-1705.

Technician Boiler,
Attendant Machinist,
Plant Technician,
Instrument Technician,
Telephone Technician,
Mechanic-cum-Driver,
Lagger, Engine Operator-
-cum-Fitter, Sr. Painter,
Sr. Mason, Sr. Carpenter,
Sr. Plumber, Sr. Rigger,
Sr. Tailor, Packing
Inspector.

O-V Sr. Boiler Attendant, Rs. 465-50-815-60-
Sr. Fitter, Sr. Instrument -1295-70-1995.

Technician, Sr. Machinist,
Lead-Burner-cum-Fitter,
Sr. Electrician Technician,
Sr. Fire Operator I,
Sr. Plant Technician,
Sr. Engine Operator-cum-
-Fitter, Sr. Mechanic-cum-
-Driver, Civil Technician,
Sr. Welder,
Sr. Telephone Technician.

O-VI SELECTION GRADE Rs. 490-50-840-60-
CLERICAL GRADES: -1320-70-2020.

C-I Clerk, Typist, Clerk- Rs. 365-35-610-45-
-cum-Typist, Assistant -925-55-1310.
Male Nurse.

C-II Telephone Operator- Rs. 425-40-705-50-
-cum-Receptionist, -1105-60-1705.
Stenographer,
Intermediate Clerk,
Male Nurse.

C-III Sr. Stenographer, Rs. 465-50-815-60-
Sr. Clerk, Sr. Male Nurse, -1295-70-1995.
Secretary-
-cum-Stenographer

C-IV SELECTION GRADE: Rs. 495-60-915-70-
-1405-80-1965.

(B) The revised basic scales of pay should be made effective from 1-1-1993.

(C) The basic salary rate of every Workman as on 31-12-1992 should be take for purpose of fitment

in above revised basic salary scales. In case the basic salary rate of any Workmen as on 31-12-1992 was lower than the minimum prescribed hereinabove, the same should be raised to the minimum of the grade effective from 1-1-1993. In case the basic salary rate of any of the Workmen was in between the two steps of the salary rate, it should be raised to the next higher step of the grade effective from 1-1-1993.

(D) Any Workman reaching the minimum of his grade any time during the currency of the settlement or thereafter should continue to get his annual increment on the same date as today and at the same rate, as the last rate of increment given to him before reaching the maximum of the grade.

Demand No. (2): Service Increments

Effective from January, 1993, the Company should give service increment/increments in the revised wages/salaried grades as mentioned hereunder:

For service of one year and more but less than 3 years in aggregate as on 31-12-1992	one service increment on and from 1-1-1993.
For service of 3 years and more but less than 6 years in aggregate as on 31-12-1992	Two service increments on and from 1-1-1993.
For service of 6 years and more but less than 9 years in aggregate as on 31-12-1992	Three service increments on and from 1-1-1993.
For service of 9 years and more but less than 12 years in aggregate as on 31-12-1992	Four service increments on and from 1-1-1993.
For service of 12 years and more but less than 15 years in aggregate as on 31-12-1992	Five service increments on and from 1-1-1993.
For service of 15 years and more as on 31-12-1992	Six service increments on and from 1-1-1993.

Demand No. (3): Fixed Dearness Allowance

Effective from January 1, 1993 the Company should give Fixed Dearness Allowance on the following basis:

Basic Salary Slab	Fixed Dearness Allowance		
	Year 1-1-93	Year 1-1-94	Year 1-1-95
Upto Rs. 300	535	685	835
301 to 550	555	705	855
551 to 800	585	735	885
801 to 1050	625	775	925
1051 to 1300	665	815	965
1301 to 1550	715	865	1015
1551 to 1800	785	935	1085
1801 and above	855	1005	1155

Demand No. (4): Variable Dearness Allowances

Effective from January 1, 1993 the existing scheme of Variable Dearness Allowance should be revised.

The Variable Dearness Allowance in addition to fixed dearness allowance that should be paid to every permanent Workman, should be Rs. 2300/- per month as variable dearness allowance due to merger of 700 points over 100.

Basic Salary slab	Rate per point over 1200 points
Upto Rs. 500	Rs. 3.50
Rs. 501 to 650	Rs. 3.75
Rs. 651 to 800	Rs. 4.00
Rs. 801 to 1050	Rs. 4.25
Rs. 1051 to 1300	Rs. 4.50
Rs. 1301 to 1550	Rs. 4.75
Rs. 1551 to 1800	Rs. 5.00
Rs. 1801 and above	Rs. 5.25

Demand No. (5): Provident Fund

Effective from January 1, 1993 both the company's and the employees contribution to the Provident Fund should be 12.5% of total salaries.

Demand No. (6): Allowances

The Company should pay to every permanent Workman effective from January 1, 1993 following allowances.

And

The same should be paid alongwith monthly salaries unless otherwise specified.

(A) Acting Allowance:

Any permanent Workman if required to work in any higher post or position he should be paid Acting Allowance equivalent to 35% (Thirty five percent) of his own wages/salaries for such day/ days he is required to officiate, subject to minimum acting of 4 (four) days.

(B) City Conveyance Allowance:

The Company should pay to every Workman Rs. 175/- (Rupees one hundred seventy five only) per month as City Conveyance Allowance.

(C) Education Allowance:

The Company should pay to every Workman Education Allowance of Rs. 200/- (Rupees two hundred only) per month.

And

The Company should give annual assistance of Rs. 4000/- in the month of May of every year to meet the expenses incurred at the start of the Schools/Colleges academic year.

(D) Hill Station Allowance:

Effective from the year 1993, every Workman should be given Hill Station Allowance of Rs. 600/- (Rupees six hundred only) per annum and the same should be paid alongwith leave travel allowance and Holiday Home Hire Allowance.

And

The same should be allowed accumulation for two years:

(E) House Rent Allowance:

The Company should pay to every Workman either Rs. 250/- (Rupees two hundred fifty only) per month or 30% of his total monthly wages/salaries whichever is higher, towards reimbursement of House Rent Allowance.

(E) Leave Travel Allowance:

- (i) The Company should give to every Workman with effect from the year 1993, Leave Travel Allowance of Rs. 5,000/- (Rupees five thousand only) per year.
- (ii) Leave Travel Allowance should be paid to every Workman as reimbursement towards travelling expenses.
- (iii) Leave Travel Allowance should be paid once in a year only to such of the Workman who proceed on privilege leave of at least 5 years.
- (iv) Leave Travel Allowance should be allowed accumulation for two years.
- (v) Leave Travel Allowance should be given 10 days before employee proceeding on privilege leave.

(D) Holiday Home Hire Allowance:

Effective from the year 1993, every Workman should be given Rs. 600/- (Rupees six hundred only)

every year toward Holidays Home Hire Allowance and should be paid alongwith hill station and leave travel allowance.

And

The same should be allowed accumulation for two years.

(H) Lunch Allowance:

Any Workman who is required to go out on the Company's work and cannot return during the normal lunch time, should be paid Rs. 25/- (Rupees twenty five only) for that day as Lunch Allowance.

(I) Newspaper Purchase Allowance:

Every Workmen should be given Newspaper Purchase Allowance of Rs. 100/- (Rupees one hundred only) per month.

(J) Social Security Allowance:

Every Workman should be given Social Security Allowance of Rs. 100/- (Rupees one hundred only) per month.

(K) Petrol Allowance:

The Company should pay to every Workman having Scooter/Moped, petrol allowance of Rs. 650/- (Rupees six hundred fifty only) per month effective from January 1, 1993.

(L) Entertainment Allowance:

The Company should give to every Workman Entertainment Allowance on the following basis:

Basic Salary	Entertainment Allowance
Upto Rs. 500	Rs. 300/- per month
Rs. 501 to 800	Rs. 400/- per month
Rs. 1101 to 1400	Rs. 600/- per month
Rs. 1401 to 1700	Rs. 700/- per month
Rs. 1701 and above	Rs. 800/- per month.

(M) House Maintenance Allowance:

The Company should pay an amount of Rs. 7000/- (Rupees seven thousand only) or an amount equivalent to two thirds total salary of a Workman computed on basis of Basic Salary, Dearness Allowance, Fixed Dearness Allowance and H.R.A. for the month of April, every year and whichever is higher subject to maximum amount of House Maintenance of Rs. 7000/- which should be paid to Workmen with service of 5 years and more as on December 31, 1992 or on 31st December of any year hereafter.

(N) Monsoon Allowance:

The Company should pay to every Workman Rs. 1,000/- per annum to be paid in the month of June every year for purchase of monsoon shoes, gumboots, raincoat, umbrella etc., for himself and his family.

(O) Shift Workman Allowance:

Any employee who is required to work in General/First Shift should be paid 10% of Basic + D.A. + HRA per shift. For second shift 15% of Basic + D.A. + HRA per shift and 20% of Basic + D.A. + HRA per shift for third shift working.

(P) Washing Allowance:

The Company should pay to every Workman Washing Allowance of Rs. 100/- (Rupees one hundred only) per month.

(Q) Weekly Off/Paid Holiday Working Allowance:

For working on a weekly off day or on a paid holiday, the Company should pay weekly off/paid holidays working allowance on the following basis:

For weekly off day working	3 days wages/salaries if no substitute off is given. or 2 days wages/salaries if substitute off is given.
For paid holiday working	3 days additional salaries for monthly rated staff and 3.5 days wages daily rated Workmen.

(R) Picnic Allowance:

Effective from January 1, 1993 the Company should pay to every Workman Picnic Allowance of Rs. 1,500/- (Rupees one thousand five hundred only) per annum.

(S) Milk Allowance:

The Company should pay to every Workman Rs. 10/- per day of work as Milk Allowance.

(T) Factory Allowance:

The Company should pay all permanent Workmen working in the factory, Factory Allowance of Rs. 200/- (Rupees two hundred only) per month.

(U) Special Allowance:

The Company should pay to Workman who cannot go to the canteen for Lunch/Dinner/Breakfast on account of the nature of their duties a Special Allowance of Rs. 200/- (Rupees two hundred only).

Demand No. (7): Outstation Allowance:

Effective from January 1, 1993 the Company should pay Outstation Allowance on the following basis:

Arrangements

Where no arrangements for boarding and lodging are made by the Company

Where arrangement for boarding and lodging are made by the Company

Benefits

Annual expenses of lodging and boarding plus reimbursement of actual conveyance expenses incurred on official duty.

Rs. 150/- per day to cover out of pocket expenses of plus reimbursement of actual local conveyance expenses incurred on official work.

And

The Company should provide Workmen who are required to travel out of Goa, Air Ticket/First Class A.C. travel.

And further

The outstation allowance should be paid to a Workman even if he is not required to stay overnight.

Demand No. (8): Staggering Allowance

Effective from January 1, 1993 the Staggering Allowance paid to the Workmen as on today, should be merged in their basic salary.

Demand No. (9): Bonus

The Company should pay Bonus to every Workman for the years 1993, 1994 and 1995 at the rate of 20% of the gross salary without any ceiling.

Demand No. (10): Productivity Linked Bonus

The Company should pay effective from the year 1993 to every permanent Workman Productivity Linked Bonus at the rate of 20% of the gross salary.

Demand No. (11): Christmas/Ganesh Chaturthi/Id-Ul-Fitr Festivities Allowance

The Company should pay to every Workman Christmas/Ganesh Chaturthi/Id-Ul-Fitr Festivities Allowance of Rs. 1,000/- (Rupees one thousand only) to be paid ten days before Christmas/Ganesh Chaturthi/Id-Ul-Fitr Festival.

Demand No. (12): Funeral Expenses

The Company should give to every Workman Funeral expenses of Rs. 1000/- (Rupees one thousand only) incurred by him at the time of death of his parents/his wife/husband/child.

Demand No. (13): Tubectomy/Vasectomy Allowance

In case any female/male should get herself/himself operated for Tubectomy/Vasectomy after birth of first/second child, she/he should be given one months additional salary and 15 days special leave.

Demand No. (14): Gratuity:

The present gratuity scheme for the Workmen should be revised and the revised scheme shall be as follows:

- (A) In case of death or permanent disability (mental or physical or both) Three months total wages/salaries per each year of service or part thereof in excess of six months.
- (B) In case of retirement from the company on attaining age of superannuation, resignation or termination from the company after 15 years of service. Forty-five days total salaries/wages for each year of completed year of service or part thereof in excess of six months.
- (C) In all other eventualities, the gratuity should be paid as per the provisions of the Payment of Gratuity Act, 1972 (Central Act 39 of 1972).
- (D) Gratuity should be calculated and paid on total wages/salaries drawn by the Workman on the eve of his separation from the Company.
- (E) For purposes of calculating and paying gratuity following formulae should be adopted by the Company in all eventualities:

$$\frac{\text{Wages/Salaries for 30 days}}{22} = \text{Wages/salaries of one day for purpose of calculating and paying gratuity.}$$

- (F) Maximum gratuity payable shall be thirty months full wages/salaries.

Demand No. (15): Long Service Award

Effective from January 1, 1993, the existing scheme of giving Long Service Award should be revised as hereinunder:

On completion of 10 years of service with the Company	100 gms. of Silver plus Rs. 1,000/-
On completion of 15 years of service with the Company	200 gms. of Silver plus Rs. 2,000/-
On completion of 20 years of service with the Company	300 gms. of Silver plus Rs. 3,000/-
On completion of 25 years of service with company	500 gms. of Silver plus Rs. 5,000/-

Demand No. (16): Superannuation Scheme

Effective from the year 1993, the Company should incorporate Life Insurance Corporation Superannuation Scheme by depositing two total salaries per Workman every year to the Superannuation Scheme.

Demand No. (17): Insurance

Effective from the year 1993, the Company should cover every Workman in the Group Insurance Scheme for Rs. 5/- lakhs.

Demand No. (18): Attendance Bonus

Any Workman attending the work on all working days in a month should be eligible to receive from the Company alongwith his monthly wages/salaries three days wages/salaries. Days on which the Workman is on privilege leave and/or casual leave of one day duly sanctioned should be treated as days of attendance for payment of attendance bonus.

However, in case a Workman remains absent on account of casual leave of more than three days and/or sick leave in any month including sickness benefit under the E.S.I. Scheme, he should not be eligible to receive from the Company attendance bonus for that month. In case the Workman has earned attendance bonus for first eleven or twelve months in any year the additional attendance bonus should be paid on following basis:

For earning attendance

Bonus for 12 months for earning attendance	... Premium of 11 days
bonus for 11 months	... Premium of 9 days

The premium should be paid over and above normal attendance bonus.

And

The same should be paid to him alongwith monthly wages/salaries of January of following.

Demand No. (19): Relief in case of Death and Disability

In case any Workman dies during the course of his employment while at work or otherwise

except in case when death is on account of habitual drinking or in case any Workman becomes physically or mentally incapacitated for any reason/reasons except on account of excessive drinks during the course of his employment, and cannot therefore continue himself in employment, his legal heir/heirs shall in addition to all legal dues, be entitled to receive from the Company and the Workman of the Plant to which the deceased or disabled belongs each a day's total wages/salaries.

And

Everyone of the Workman of the Plant on the muster roll of the company shall be required to contribute at above rate.

And further

Both the Company's and Workmen's contributions should be deposited in the office of the Sabha for disbursement to the legal heir/heirs in such manners as the Sabha considers it appropriate.

And further

That in case of death there should be no stoppage of work in any manner by any Workman/Workmen on account of demise of any Workman. However, all Workmen of the Company including managerial and technical staff should observe two minutes silence at the place of work before the closing hours.

Demand No. (20): Medical Benefits

The Company should pay effective from January 1, 1993 to every permanent Workman for himself and his family members for domiciliary treatment on production of necessary bills upto Rs. 5,000/- (Rupees five thousand only) per annum.

Demand No. (21): Hospitalisation Allowance

- (i) During the course of employments if any Workman or his family member if hospitalized, the Company should directly reimburse hospital expenses to the maximum amount of Rs. 30,000/- (Rupees thirty thousand only) provided such a Workman has put in service of at least three years and more as on December 31, 1992 or on December, 31 of any subsequent year. However, under special and extraordinary circumstances the condition regarding three years of service may be waived in concurrence with the Sabha.

And

The total reimbursement of hospitalization expenses during full service of any Workman should be to the extent of Rs. one lakh only.

- (ii) The family referred to under (i) hereinabove should mean and include spouse, dependent children and dependent parents and no other person.
- (iii) The reimbursement of expenses referred to under (i) should be for surgery, hospital charges and expenses for other treatment during period of hospitalization.

Demand No. (22): Canteen

The Company should provide to every permanent Workman working in all shifts tea, coffee, free snacks and milk/juice should be provided twice in a shift.

Demand No. (23): Vehicle and Furniture Loan

Effective from the year 1993 Company should increase the quantum of loan for purchase of vehicle and furniture to Rs. 20,000/- (Rupees twenty thousand only). The other terms and condition for the loan should remain the same.

Demand No. (24): House Loan

Effective from the year 1993, the Company should give to permanent Workmen Housing Loan upto Rs. 3 lakhs (Rupees three lakhs only) or 100 months total salary, whichever is higher, at 4% interest to be deducted in the monthly installments for purchase of flat and house repairs.

Demand No. (25): Car Loan

Effective from the year 1993, the Company should give to every permanent Workman who has put in service of 5 years and more car loan of Rs. one lakh at 4% interest and to be deducted in 120 equal monthly installments.

Demand No. (26): Leave

The following provisions for Leave shall become effective from the calendar year 1993.

(A) Accident Leave:

If any employee meets with an accident during course of his employment and while in employment he shall be given accident leave on full wages/salaries for a maximum period of six months. However, such a Workman if already covered or subsequently covered under E.S.I. Scheme shall be entitled to get benefits of Accident Leave on full wages/salaries minus whatever is payable by the E.S.I. to the Workmen.

(B) Casual Leave:

Every Workman should be given 15 days casual leave in a year with a right to encash full or balance of the leave at the end of the year.

However, in case anyone of the Workman does not avail of anyone day's Casual Leave in a year, such a Workman should be eligible to receive premium of ten days additional wages/salaries over and above payment for unused full casual leave.

(C) Sick Leave:

- (i) Every Workman covered under the Employees State Insurance Scheme should be given 15 days (fifteen days) Sick Leave on full wages/salaries per each year with a right to encash either full or balance of it at the end of the year.
- (ii) Every Workman covered under the Employees State Insurance Scheme or who shall not be covered under the said Scheme hereafter should be given 21 (twenty one) days Sick Leave with a right to encash either full or balance of Sick Leave at the end of the year and Sick Leave should be allowed accumulation for 90 days.

(D) Privilege Leave:

The Company should give to every permanent Workman who has completed eleven months of service 35 days Privilege Leave per year of service with a right to accumulate the same for a period of 180 days.

And

The Workman should be allowed to encash leave to the extent of 75% of leave standing to his credit provided he proceeds on minimum 5 days Privilege Leave at the time of encashment.

And

All public holidays weekly offs should be excluded from Privilege Leave.

And further

The Workmen should be allowed to take Privilege Leave four times in a year.

(E) Paternity Leave:

Every Workman should be given Paternity Leave of five days on full wages/salaries in his service at the time of his wife's delivery provided that he takes the same within fifteen days of the child's birth and provided further that he does not have more than two children.

(F) Special Leave for Unforeseen Circumstance:

Every Workman should be given five days Special Leave on full wages/salaries on occasion of a death of his father, mother or wife/husband or a child twice during his service.

(G) Honeymoon Leave:

Every Workman should be given once in his service Honeymoon Leave of six days on full day pay at the time of his first legal marriage.

Demand No. (27): Paid Holidays

The Workmen should be given 18 paid holidays in a year.

And

The holidays should be fixed by the Company in consultation with the local committee members.

Demand No. (28)

The Company should recognize/extend bus service in all shifts to the Workmen as stated hereinbelow:

Mapusa to Colvale.

Panaji to Miramar.

Ciba to Carambolim.

Dongri, Cortalim, Vasco.

Ciba to Margao, Borda Housing Board, Aquem.

Ciba to Marcela, Cumbarjua.

Ciba to Britona.

Ciba to Saligao.

Demand No. (29): Marriage Gift

A Workman with service of 5 years and more in the company as on December 31, 1992 or on December 31, of any subsequent year should be eligible to receive from the Company a gift of Rs. 7,000/- (Rupees seven thousand only) at the time of his own marriage or marriage of his son/daughter.

And

The said cash gift should be given only twice in the company's service.

Demand No. (30) Over Time

Any Workman required to work on paid holidays should be paid overtime at the rate of two times the wages and compensatory off. Any Workman required to work for a fully day on a paid holiday which falls on his first weekly off as per his duty Roaster should be paid double the wages for the hours worked plus additional wages for 16 hours being a paid holiday for the company, in all 32 hours wages/salaries should be paid.

Demand No. (31): Promotion Policy and Upgradation

The company should follow the policy of internal promotion upgradation on basis of

seniority-cum-merits in consultation with the Sabha as and when vacancies are caused or new vacancies are created.

Demand No. (32): Working Hours

The working hours of permanent Workmen should be revised as given hereinbelow:

1st shift at 8.00 hours to 16.0 hours
 Bus arrival at 7.50. Bus departure at 16.05 hrs.
 II shift 16.00 hours to 00.00 hours.
 Bus arrival at 15.50 hrs. Bus departure at 00.05 hrs.
 III shift 0.00 hrs. to 8.00 hrs.
 Bus arrival at 23.50 hrs. Bus departure at 08.05 hrs.
 General shift 9.00 hrs to 17.00 hrs.
 Bus arrival at 8.50 hrs. Bus departure at 17.05 hrs.

The above shift timings include break for lunch/ /dinner/breakfast/two sessions of Tea/Rest Internal and time for washing.

And

The working hours of all permanent Workmen should be reduced to forty hours per week.

And further

All permanent Workmen should be given two days off in a week.

2. By addendum dated 5-9-95, the Government further referred the dispute regarding demand No. 33 i.e. lock out wages from the period dated 14-1-1994 upto 31-10-94. Similarly, by another addendum dated 17-1-96, the Government referred demand No. 34 with regard to full wages of strike period from 14-1-94 to 25-10-95. Further, by third addendum dated 1-3-96 demand No. 35 regarding permanency of the Workmen who have worked 120 days in aggregate in anyone of the years 1991, 1992 and 1993 should be reinstated and made permanent w.e.f. the date on which they have completed the period of 120 days and they should be given compensation for the loss caused to them by Company's act by keeping them temporary.

3. Notices were issued to both the parties. The Party I filed the additional statement in respect of issue of lock out period wages vide Exb. 6 and thereafter also filed an application for interim relief vide Exb. 8 claiming Rs. 1,200/- per month w.e.f 1-1-1993 in order to tide over Workmen economic and financial difficulties arising out of long drawn Industrial confrontation between the company and the Workmen on fundamental issues. Additional statement of claim in respect of issues of permanency wages/salary for strike period was filed by Party I vide Exb. 12. Additional written statement on behalf of Party II was filed vide Exb. 13. Giving

details of the defences raised by the company passed various demands including strike and lock out during the said period. Several issues were framed vide Exb. 18 with regard to the above dispute thereafter documents were placed on record by the respective parties and the matter was kept for evidence.

4. In the meantime an application was filed by another union to join them as the parties to the present reference and the same was allowed by my learned predecessor. Accordingly, the said Workmen represented by Kamgarancho Ekvott was added as Party I (2) vide order dated 30-11-2000. The record shows that the said order was challenged by the Hon'ble High Court. Further, the said Kamgarancho Ekvott was allowed to be added to the present reference by the Hon'ble High Court and thereafter the matter proceeded further. An application was filed by the said Party 1(2) Kamgarancho Ekvott vide Exb. 49 disclosing therein that the said union has entered into a settlement that the Party II company regarding the Workman represented by the said union vide settlement dated 30-8-2000 under Section 2(p) of the Industrial Dispute Act with regard to the charge of demand served by Party I Kamgar Sabha vide letters dated 11-5-93, 7-6-95 and 26-6-95 and the subject matter of which is the terms of the present reference.

5. Further it was disclosed in Exb. 49 that the copy of the said settlements dated 30-8-2000 alongwith the letter of the Labour Commissioner registering the settlement is already placed on regard. The 69 Workmen out of 71 Workmen of the company have accepted the terms and conditions of the settlement as the package deal in full and final settlement of all demands including those pending in the present reference and have signed declaration to that effect. Thus application at Exb. 49 is also signed off and on behalf of Party II. This discloses that most of the Workmen represented by Party I (2) Kamgarancho Ekvott has settled their dispute with regard to the present reference. Therefore, the only dispute with regard to Party I Kamgar Sabha remained to be adjudicated in the present reference.

6. The Workmen represented by Kamgar Sabha filed settlement executed between the said union and the Party II alongwith Exb. 84 and it has been disclosed that the Party I and Party II have reached a settlement dated 16-7-2010 to the demand covering reinstatement and permanency of temporary Workmen is settled and the same should be disposed off as settled.

7. The Party (2) Kamgarancho Ekvott were called upon to give say at Exb. 84 wherein it has been disclosed by the said union that the dispute in respect of the employees of the said Kamgarancho Ekvott have been already settled earlier. I have perused the settlement executed between the Party I and Party II produced alongwith Exb. 84 and the settlement executed between the Party I(2) and the Party II vide Exb. 49. Both these settlements have been registered as per the requirements of the Act and rules. Therefore, the said settlement executed between the parties are accepted for the purpose of Industrial peace and growth of proper relationship between the parties. The terms of settlement between the parties are as under:

1. That the concerned temporary Workmen whose names are shown in Annexure 'A' shall be entitled to be paid in full and final settlement of all their claims an amount shown against their names in column 4 thereof and that out of the said entitled amount the sum shown in column 5 thereof being the amount refundable to the Mumbai Mazdoor Sabha shall be deducted and paid by the management to the Mumbai Mazdoor Sabha by way of demand draft and the balance shown in column 6 thereof shall be the actual amount payable to the concerned Workmen subject to tax, if any.
2. That the aforesaid payment shall be in full and final settlement of all the claims of the concerned Workmen monetary or otherwise including the claim in respect of reinstatement and permanency pending in reference No. IT/38/95 and they shall not be entitled to any employment, re-employment or reinstatement in future.
3. That the concerned temporary Workmen and their legal heirs will execute a receipt in token of having received the payments as mentioned in Clause I hereinabove in full and final settlement and that they shall not raise any dispute in respect thereof in any form in the future including any claim for re-employment and for payment of gratuity to which they are not entitled for want of qualifying service.
4. That in consideration of payment the demands in question are not pressed and shall be deemed to have been given up and no dispute shall be raised in that respect in future in any form.
5. That the parties shall make an application to the Hon'ble Tribunal before whom the dispute regarding reinstatement and permanency of temporary Workmen is pending in reference IT/38/95 that the matter has been settled out of Court/Tribunal and that the same be disposed of accordingly.
6. That the payment in terms of the settlement shall be effected within 60 days of this settlement.
7. That those of the past temporary Workmen who are dead, their legal heir will be paid an amount as shown in Annexure 'B' to the settlement after refunding the loan amount to the Mumbai Mazdoor Sabha, as mentioned in the said Annexure, which was given to them during the period of lockout and strike by way of assistance by Mumbai Mazdoor Sabha.
8. That the legal heir of the deceased Workmen concerned in the settlement will be required to produce requisite proof regarding the status as legal heirs for the purpose of receiving the payments.
9. That the temporary Workmen who are covered by this settlement and claiming benefit under this settlement shall give a declaration as per Annexure 'C' to the effect that they are bound by this settlement having read over and understood the contents thereof. This clause shall not apply to those who are dead.

Annexure 'A'

Statement showing amount payable to
Temporary Workmen

Sr. No.	Token No.	Name	Amount payable as per settlement	Less: Loan amount refundable to Mumbai Mazdoor Sabha	Net amount payable
1	2	3	4	5	6
1.	T-043	M. R. Halornekar	246400	52800	193600
2.	T-044	S. A Padgaonkar	246400	52800	193600
3.	T-047	M. B. Telekar	246650	53300	193350

OFFICIAL GAZETTE — GOVT. OF GOA

SERIES II No. 29

14TH OCTOBER, 2010

1	2	3	4	5	6	1	2	3	4	5	6	
4.	T-049	M. P. Perny	220000	47800	172200	39.	T-168	Y. T. Hoble	224900	49800	175100	
5.	T-052	S. R. Patre	245900	51800	194100	40.	T-169	N. P. Tari	222050	44100	177950	
6.	T-053	S. K. Naik	241400	42800	198600	41.	T-170	A. S. Naik	216825	33650	183175	
7.	T-054	Joseph D'Silva	245775	51550	194225	42.	T-171	A. M. Redkar	223800	47600	176200	
8.	T-063	V. J. Fernandes	220000	40100	179900	43.	T-174	R. G. Desai	223150	46300	176850	
9.	T-065	P. U. Ghatwal	245775	51550	194225	44.	T-176	R. M. Phadte	226150	52300	173850	
10.	T-069	D. H. Phadte	245400	50800	194600	45.	T-178	S. D. Bhosle	226650	53300	173350	
11.	T-070	A. P. Naik	246400	52800	193600	46.	T-183	D. M. Morajkar	226800	53600	173200	
12.	T-072	N. D. Nagvekar	246650	53300	193350	47.	T-186	U. S. Naik	223550	47100	176450	
13.	T-073	T. L. Tari	246900	53800	193100	48.	T-187	R. S. Kinlekar	227150	54300	172850	
14.	T-076	A. R. Hoble	245400	50800	194600	49.	T-189	S. D. Chawlikar	222150	44300	177850	
15.	T-079	Julio Rodrigues	210000	51300	158700	50.	T-190	V. K. Volvoikar	221425	42850	178575	
16.	T-081	Ganpat Pednekar	235025	50050	184975	51.	T-191	R. L. Adkonkar	226900	53800	173100	
17.	T-082	D. V. Prabhu	229300	38600	190700	52.	T-193	J. F. Rodrigues	226650	53300	173350	
18.	T-083	D. S. Gawade	235900	51800	184100	53.	T-194	Nilesh Naik	200000	0.00	200000	
19.	T-084	V. M. Goltekar	236150	52300	183850	54.	T-196	D. N. Phadte	200000	41300	158700	
20.	T-087	V. S. Prabhu	234650	49300	185350	55.	T-197	S. B. Sawant	200000	11900	188100	
21.	T-144	Ramchandra Kundaikar	223650	47300	176350	56.	T-199	D.V. Narvekar	227400	54800	172600	
22.	T-148	S. G. Naik	224150	48300	175850	57.	T-200	Sandesh Gaonkar	226900	53800	173100	
23.	T-149	D. K. Naik	218050	36100	181950	58.	T-201	S. V. Nadkarni	223550	47100	176450	
24.	T-150	Namdev Malnekar	220400	40800	179600	59.	T-202	R. Y. Gawade	222650	45300	177350	
25.	T-152	A. J. Fotto	220650	41300	179350	60.	T-204	S. R. Raijadhav	220400	40800	179600	
26.	T-153	S. K. Gaonkar	224150	48300	175850	61.	T-205	C. A. Cunha	200000	32200	167800	
27.	T-154	Vitto D'Souza	200000	49300	150700	62.	T-209	S. N. Samant	223425	46850	176575	
28.	T-155	G. N. Shirodkar	227400	54800	172600	63.	T-211	Antonio Correia	227150	54300	172850	
29.	T-156	D. L. Parab	221150	42300	178850	64.	T-212	R. K. Prabhu Tendulkar	220175	40350	179825	
30.	T-157	N. V. Naik	225400	50800	174600	65.	T-214	Pratap Haldankar	220650	41300	179350	
31.	T-158	Y. S. Pednekar	221650	43300	178350	66.	T-216	K. R. Halarnkar	200000	0.00	200000	
32.	T-159	Crist D'Souza	200000	41800	158200	67.	T-218	B. M. Gawade	226400	52800	173600	
33.	T-160	A. Y. Salgoankar	221675	43350	178325							
34.	T-161	T. R. Gawade	226400	52800	173600							
35.	T-162	M. B. Dhulapkar	218500	37000	181500							
36.	T-163	T. K. Ramji	226900	53800	173100							
37.	T-164	S. H. Kerkar	223400	46800	176600							
38.	T-167	V. S. Gawade	227400	54800	172600							
									Total	15117850	3071400	12046450
Annexure 'B'												
Statement showing amount payable to Legal Heir of Temporary Workmen who have expired												

Annexure 'B'

Statement showing amount payable to Legal
Heir of Temporary Workmen who have expired

Sr. No.	Token No.	Name	Amount payable as per settlement to Legal Heir	Less: Loan amount refundable Mumbai Mazdoor Sabha	Net amount payable Legal Heir
1	2	3	4	5	6
1.	T-056	U. G. Sawant	200000	51550	148450
2.	T-111	P. V. Tari	200000	0.00	200000
3.	T-132	B. T. Gawade	200000	43300	156700
4.	T-133	Demu Dhulapkar	200000	44800	155200
5.	T-137	I. P. Kamat	200000	41800	158200
6.	T-141	M.A. Usgaonkar	200000	50300	149700
7.	T-195	R. D. Desai	200000	53300	146700
8.	T-179	B. T. Phadte	200000	49800	150200
9.	T-185	S. S. Naik	200000	13600	186400
10.	T-198	J. A. Fernandes	200000	42300	157700
11.	T-215	V. D. Chopdekar	200000	52800	147200

In view of this no dispute exist between the said parties. Hence the

ORDER

In view of the above settlement, no dispute exist between the parties. Inform the Government accordingly.

Sd/-
(B. P. Deshpande),
Presiding Officer,
Industrial Tribunal-
cum-Labour Court-I.

Inspectorate of Factories & Boilers, Institute of
Safety, Occupational Health and Environment

Notice

No. IFB/BAE/2010

The Board of Examiners under the Goa, Daman and Diu Boiler Attendants' Rules, 1983, declare the following candidates to have passed in the examination conducted on 1st and 2nd September, 2010, for Certificate of Competency of Boiler Attendant of Class mentioned in column 3 of the Schedule below against their respective names:

Sr. No.	Name of the Candidate	Examination
1	2	3
1.	Shri Amit Mahadev Parab	Second Class Boiler Attendant.
2.	Shri Rupesh Bhagwan Raut	Second Class Boiler Attendant.
3.	Shri Mahesh Devendra Naik	Second Class Boiler Attendant.
4.	Shri Dattaraj Bhagwant Naik	Second Class Boiler Attendant.
5.	Shri Sadanand Vasant Naik	Second Class Boiler Attendant.
6.	Shri Bhanudas Villas Naik	Second Class Boiler Attendant.
7.	Shri Tukaram Mahadev Naik	Second Class Boiler Attendant.
8.	Shri Mahadev Suresh Parab	Second Class Boiler Attendant.
9.	Shri Shrikant Dadu Wadar	Second Class Boiler Attendant.
10.	Shri M. Lourdunathan	Second Class Boiler Attendant.
11.	Shri Niranjan Kumar	Second Class Boiler Attendant.
12.	Shri Niraj S. Savoikar	Second Class Boiler Attendant.
13.	Shri Nikhil Chandrakant Naik	Second Class Boiler Attendant.
14.	Shri Tukaram Shamba Gawas	Second Class Boiler Attendant.
15.	Shri Prajyot Vasant Gawas	Second Class Boiler Attendant.
16.	Shri Suraj Rajaram Gawas	Second Class Boiler Attendant.
17.	Shri Prasad Api Gauns	Second Class Boiler Attendant.
18.	Shri Ranjeet Kumar Singh	Second Class Boiler Attendant.
19.	Shri Sundarababu Gummadi,	Second Class Boiler Attendant.
20.	Shri Chinmay Basu	Second Class Boiler Attendant.
21.	Shri Satish Kumar Sumant	Second Class Boiler Attendant.
22.	Shri Anoop K.	Second Class Boiler Attendant.
23.	Shri Kowluri Rajasekhar	Second Class Boiler Attendant.

1	2	3
24. Shri Avinash Ingavale		Second Class Boiler Attendant.
25. Shri Atmaram Gopal Naik		First Class Boiler Attendant.
26. Shri Mahesh Prabhakar Dabolkar		First Class Boiler Attendant.
27. Shri Ajay A. Pagui		First Class Boiler Attendant.
28. Shri Hemant Kashinath Dhulapkar		First Class Boiler Attendant.
29. Shri Rupesh Krishna Simepurushkar		First Class Boiler Attendant.
30. Shri Salvador B. Fernandes		First Class Boiler Attendant.

R. T. Korgaonkar, Secretary, Board of Examiners under The Goa, Daman and Diu Boiler Attendants' Rules, 1983.

Panaji, 5th October, 2010.

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Department of Law and Judiciary
Law (Establishment) Division

—

**Notification by the High Court of
Judicature Appellate Side, Bombay**

No. A. 1205/G/2010

In view of appointments of Judicial Officers on ex-cadre posts the Hon'ble High Court is pleased to make the rankings of the following Judicial Officers:

**District Judges and Additional Sessions
Judges**

Sr. No.	Name & present posting	New posting
1.	Shri Desmond S. D'Costa, District Judge-2 and Additional Sessions Judge, Margao	District Judge-1 and Additional Sessions Judge, Margao, vice Shri B. P. Deshpande.
2.	Ms. Paul Sherin Gerturde, District Judge-4 and Assistant Sessions Judge, Margao	District Judge-2 and Assistant Sessions Judge, Margao, vice Shri Desmond S. D'Costa.

High Court, Bombay

M. N. Gilani

Dated 29th September, 2010.

Registrar General

Department of Mines

Office of Secretary (Mines)

—
Order

No. 96/390/88/IIR-Mines/1839

Whereas, late Shri Hari Lotlikar was a holder of erstwhile mining concession granted under title of concession No. 23 dated 08-03-1954 over an area of 69.74 ha. of land for iron ore and manganese ore situated in Village Talaulim of Sanguem Taluka.

And whereas, pursuant to the enactment of the Goa, Daman and Diu Mining Concessions (Abolition & Declaration as Mining Leases) Act, 1987, the above mining concession was abolished and declared as mining lease under the Mines and Minerals (Development and Regulation) Act, 1957.

And whereas, by an application dated 22-11-1988, lessee (Since deceased) had applied for renewal of mining lease for further period. As the application could not be disposed off, the first renewal period is deemed to have expired on 21-11-2007 by virtue of provisions of Rule 24A (6) of MCR, 1960.

And whereas, by an application dated 31-10-2006, Shri Ramesh H. Lotlikar, claiming to be the legal heir of late Shri Hari V. Lotlikar, has applied for further renewal in form J for a period of 20 years.

And whereas, it is seen that the renewal of mining lease area came to be included in the Netravali Wild Life Sanctuary in terms of a communication sent by the Ministry of Environment & Forests (F. C. Division) Government of India addressed to Secretary (Forests) of the States vide letter No. 08-139/97-FC-1104(M) dated 23-04-2001 and it was brought to the notice that and as per the orders of Hon'ble Supreme Court of India, no diversion is to be done inside a National Park/Sanctuary. Ministry therefore, has expressed its inability to consider the proposal for diversion of forest land for renewal of deemed mining lease and has treated it as closed.

And whereas, Hon'ble Supreme Court of India has passed two important order relating to National Parks and Sanctuaries-one dated 13-11-2000 in WP No. 337/95, where they have directed that pending further orders, no de-reservation of sanctuaries and National Parks shall be effected. In other order dated 14-02-2000 in WP No. 202/95, the Hon'ble Supreme Court has

restrained all the States from ordering even the removal of dead, diseased, dying or wind fallen trees and grasses etc., from any National Park or Sanctuary. The State Government by an order dated 24-11-2003 issued by the Central Empowered Committee constituted by the Hon'ble Supreme Court of India vide order dated 09-05-2002 in Civil Writ Petition No. 202/95 and 171/96. The present position is therefore that no mining operations can be conducted in the mining lease area falling inside the Madei and Netravali Wild Life Sanctuaries. This being the case, the State Government will not be in a position to allow any mining activities inside the Sanctuary area and as such the application for renewal of mining lease will have to be rejected.

And whereas, by a notice bearing No. 96/390/88-Mines/3595 dated 08-01-2009 the applicant was called upon to attend the personal hearing on 21-01-2009 in response to which the applicant attended the hearing. At the time of personal hearing the applicant made written submissions on dated 20-02-2009. The matter was adjourned several times and finally was taken up on 23-12-2009, on which day applicant absent without any step. Representative of director (Mines) was present and pleaded that the applicant not present and hence the case proceed ex-parte on Merits. Accordingly the prayer was allowed.

And whereas, the representative of Director (Mines) stated that the mining lease area falls under a notified Wildlife Sanctuary "Netravali" and as per the orders of Hon'ble Supreme Court of India, no diversion is to be made inside a National Parks/Sanctuary, the Ministry of Environment and Forests in their letter No. 8-139/97-FC-1104(M) dated 23-4-2001, has expressed its inability to consider the proposal for diversion of forest land for renewal of deemed mining lease and has treated it as closed and has renewal application file by the applicant to be rejected.

And whereas, in view of the standing order of Government in connection with the mining operations in this area following the directives of the Central Empowered Committee appointed by the Hon'ble Supreme Court, no purpose will be served in processing this case as the State Government is prevented from allowing any activity within the Wild Life Sanctuary. Hence the application submitted on 31-10-2006, is liable to be rejected.

Now, therefore, I, Raajiv Yaduvanshi, Secretary (Mines), Government of Goa in exercise of the powers conferred upon me vide Notification No. 5/80/89-Mines dated 17-11-1989 hereby reject the application dated 31-10-2006 for renewal of mining lease.

Raajiv Yaduvanshi, Secretary (Mines).

Porvorim, 30th September, 2010.



**Department of Panchayati Raj and
Community Development**
Directorate of Panchayats

Order

No. 1/09/DP/APTGSEC/2010/6022

Read: Order No. 1/09/DP/Apt.-GSEC/2010/3593
dated 15-07-2010.

In pursuance of clause (1) of Article 243 K of the Constitution of India read with sub-section (1) of Section 237 of the Goa Panchayat Raj Act, 1994 (Goa Act 14 of 1994), vide the above referred Order the Governor of Goa was pleased to appoint Dr. M. Modassir, Secretary to the Government of Goa as the State Election Commissioner w.e.f. 01-07-2010 in addition to his own duties.

The Governor of Goa is further pleased to appoint Dr. M. Modassir as the State Election Commissioner on full time basis from the date he takes over charge as such.

By order and in the name of the Governor
of Goa.

*Menino D'Souza, Director of Panchayats &
ex officio Joint Secretary.*

Panaji, 13th October, 2010.



Department of Personnel

Order

No. 6/13/2009-PER

Read: Order No. 6/13/2009-PER dated
15-06-2010.

The posting of Shri Sandip Jacques, Senior Scale Officer of Goa Civil Service, as Director of Transport made vide order dated 15-06-2010, read above, is cancelled and is treated as 'Awaiting

Posting'.

He shall draw his pay and allowances on 'Leave and Training Reserve Post', during the period of his awaiting posting w.e.f. 15-06-2010, until further orders.

By order and in the name of the Governor of Goa.

N. P. Singnapurker, Under Secretary (Personnel-II).

Porvorim, 17th September, 2010.

Order

No. 24/4/2010-PER

Read: Order No. 24/4/2010-PER dated 06-07-2010.

The Government order re-appointing Shri P. V. Kadnekar, retired Joint Secretary (Law) as Special Secretary (Law), on contract basis, vide order dated 06-07-2010, read above, stands withdrawn.

By order and in the name of the Governor of Goa.

N. P. Singnapurker, Under Secretary (Personnel-II).

Porvorim, 23rd September, 2010.

Order

No. Misc/Ad-hoc-Committee/2009-Per

Government is pleased to constitute the Committee for selecting 10 names of Group 'A' Officers of Goa Government for undergoing the Exe. M.B.A. Training Programme to be conducted at Goa Institute of Management, Ribandar, as under:

1. Special Secretary (Per) – Chairman.
2. Joint Secretary (G. A.) – Member.
3. Joint Secretary (Per) – Member.

By order and in the name of the Governor of Goa.

N. P. Singnapurker, Under Secretary (Personnel-II).

Porvorim, 5th October, 2010.

Notification

No. 7/6/99-PER (P.F.)

The Governor of Goa is pleased to order that allocation of work/Departments amongst the secretaries shall be as follows with immediate

effect, until further orders:-

Sr. No.	Name & Designation	Department
1	2	3
1.	Shri S. K. Srivastava, IAS, Chief Secretary (1980)	1. Home 2. Personnel 3. ARD 4. Chief Vigilance Officer 5. Civil Aviation 6. Principal Resident Commissioner 7. Forests.
2.	Shri Narendra Kumar, IAS, Commissioner & Secretary to Governor (1988)	1. Transport 2. Information & Publicity 3. Archives + + Archaeology + + Gazetteer.
3.	Shri S. Kumaraswamy, IAS, Secretary (Finance) (1991)	1. Finance 2. Planning 3. Mines 4. Convention Centre 5. P. P. P. 6. G. A. D. 7. Power 8. Protocol.
4.	Shri Gonesh Koyu, IAS, CEO/Secretary (1991)	1. CEO 2. Elections 3. Fisheries 4. NRI Affairs.
5.	Shri Rajeev Verma, IAS, Secretary (Revenue) (1992)	1. Revenue 2. Information Technology 3. Social Welfare 4. Special Secretary, Home.
6.	Shri A. K. Acharya, IAS Secretary (Education) (1994)	1. Education including Higher Education, School Education and Technical Education 2. Urban Development 3. Water Resources.
7.	Dr. M. Modassir, IAS, Secretary (Tourism), (1995)	1. Tourism 2. Ports 3. Sports & Youth

1	2	3	1	2	3
		Affairs.			V. S.
8. Shri V. K. Jha, IAS, Secretary (Panchayati Raj) (1995)		1. Panchayati Raj 2. Science & Technology 3. Factories & Boilers 4. Environment 5. Vigilance 6. Special Secretary (Personnel) 7. Special Secretary (ARD).	14. Shri Pramod Kamat, Secretary (Law)		1. Law 2. Judiciary 3. Legislative Affairs.
9. Shri D. C. Sahoo, IAS, Secretary (Labour) (1996)		1. Labour & Employment 2. Civil Supplies & Price Control 3. Co-operation.	<p>The Departments allotted to Shri V. K. Jha, IAS shall be looked after by Shri S. K. Srivastava, IAS Chief Secretary, during the absence of Shri V. K. Jha, who has reported sick.</p> <p>This issues in supersession of earlier all Notifications in this regard.</p> <p>By order and in the name of the Governor of Goa.</p> <p><i>N. P. Singnapurker</i>, Under Secretary (Personnel-II).</p> <p>Porvorim, 1st October, 2010.</p> <p>-----</p> <p>Corrigendum</p> <p>No. 6/11/2010-PER (i)</p> <p>Read: 1. Order No. 6/11/2010-PER dated 04-10-2010.</p> <p>The first para of the Order dated 04-10-2010, read above, shall be substituted to read as under:</p> <p>“Shri Jayant G. Tari, Deputy Collector & SDO, Ponda and Shri Gaurish Kurtikar, Mamlatdar, Ponda are hereby posted as Chief Officer, Bicholim Municipal Council and Returning Officer and Mamlatdar, Satari and Assistant Returning Officer, respectively for 19—Valpoi Assembly Constituency”.</p> <p>By order and in the name of the Governor of Goa.</p> <p><i>Umeshchandra L. Joshi</i>, Under Secretary (Personnel-I).</p> <p>Porvorim, 4th October, 2010.</p> <p>-----</p> <p>Corrigendum</p> <p>No. 7/6/99-PER (PF.)</p> <p>Read: Government Notification No. 7/6/99-PER (PF.) dated 01-10-2010.</p> <p>The Para 2 of the above referred Notification shall be substituted to read as follows:</p> <p>“The Departments allotted to Shri V. K.</p>		
10. Shri T. M. Balakrishnan, IAS, Secretary to Chief Minister (1996)		1. Secretary to Chief Minister 2. Town & Country Planning 3. Industries & Commerce (SEZ) 4. Non-Conven- tional Energy 5. Art & Culture 6. Official Language 7. Public Grievances.			
11. Shri C. P. Tripathi, IAS, Secretary (PWD) (1996)		1. PWD 2. Housing 3. Catering Management 4. Agriculture 5. Craftsmen Training.			
12. Shri Tahang Taggu, IAS, Secretary (Rural Develop- ment) (1999)		1. Rural Develop- ment 2. Provedoria 3. Legal Metrology 4. RND and Inland Water Transport 5. Printing & Stationery.			
13. Shri V. P. Rao, IAS, Secretary (Health) (1999)		1. Health 2. Women & Child Development 3. Museums 4. Animal Husbandry &			

Jha, IAS (AGMU: 95) shall be looked after by Dr. M. Modassir, IAS, (AGMU: 95), during the absence of Shri V. K. Jha, IAS who has reported sick."

By order and in the name of the Governor of Goa.

N. P. Singnapurker, Under Secretary (Personnel-II).
Porvorim, 7th October, 2010.

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Department of Planning, Statistics and Evaluation

Directorate of Planning, Statistics and Evaluation

Notification

No. DPSE/III/PB-M/80(1)/05/(Part V)/1321

On the recommendation of the Planning Board, the Government of Goa is pleased to appoint the following working Groups comprising of members named therein, with immediate effect.

i. Working Group on Environment & Health

- a. Secretary (Law).
- b. Shri Shivanand V. Salgaonkar, President, Goa Mineral Ore Exporters Association.
- c. Prof. Dileep Deobagkar, Vice-Chancellor, Goa University.

ii. Working Group on Infrastructure

- a. Commissioner & Secretary (Transport).
- b. Secretary (Power).
- c. Secretary (Labour).
- d. Secretary (G. A.).
- e. Shri Atul P. Naik, President, Goa State Industries Association.
- f. Shri Pravin Agarwal, Chairman, MPT.
- g. Shri Ashank Desai, Founder, MASTEK.

iii. Working Group on Education

- a. Secretary (Tourism).
- b. Shri Atul P. Naik, President, Goa State Industries Association.
- c. Dr. Satish Shetye, Director, NIO.
- d. Prof. Dileep Deobagkar, Vice-Chancellor, Goa University.

e. Shri Ashank Desai, Founder, MASTEK.

2. The respective Working Group will examine the entire gamut of the relevant issues concerning each subject and recommend specific action points. They will define and identify the outcomes in respect of the measures proposed with a view to recommend their adoption during the remaining period of the Eleventh Five Year Plan as feasible.
3. The Working Group may co-opt other members of the Planning Board, as required.
4. The Working Group will devise and regulate their own procedure. The Member Secretary, Planning Board will make arrangements to hold the meetings of the Sub-Committees and co-ordinate with the concerned agencies in this regard.
5. The Working Group may call for relevant information from the concerned Government Departments, undertake visits to Departments/ /Development Projects, hold discussions and seek clarifications from the Secretaries/Heads of Departments in regard to the matters concerning the work entrusted to the Working Group.
6. The Working Group shall submit their recommendations to the Planning Board within 4 months from the date of Notification. The recommendations of the Working Group will be discussed in the Planning Board.
7. The outstation non-official members will be entitled to draw airfare (both ways) for attending the Working Group meetings. While in Goa, the outstation members (whose normal place of residence is outside Goa) will be treated as State Guests. Each non-official member will be paid a sitting fee of Rs. 200/- per day for attending the Working Group meeting.
8. Member Secretary, Planning Board, as and when requested by a Member of any Working Group, shall ensure that HODs and Secretaries of concerned Departments are invited in all meetings of Working Group in order to provide information to Working Group members on the related subject if required by the members.
9. All expenses in relation to holding meetings/ /deliberations of the Working Group and

operations incidental thereto will be met by the Directorate of Planning, Statistics and Evaluation.

By order and in the name of the Governor of Goa.

Anand Sherkhane, Director & Member Secretary (Planning Board).

Panaji, 21st September, 2010.

Department of Public Health

Order

No. 45/1/2009-I/PHD

Read: Memorandum No. 45/1/2009-I/PHD dated 25-08-2010.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/24(1)/2008/Vol.IV/191 dated 22-07-2010, Government is pleased to appoint the following Medical Officers (Group "A" Gazetted) in the Pay Band—3 of Rs. 15,600-39,100 + (Grade Pay) Rs. 5400/- under the Directorate of Health Services with immediate effect as per the terms and conditions contained in the Memorandum cited above against the posting indicated at column No. 3.

Sr. No.	Name of the Doctor	Place of posting
1.	Dr. Satish Ramdas, Komarpant	Community Health Centre, Canacona.
2.	Dr. Poonam Dadu Gaonkar	Cottage Hospital, Chicalim.

They shall be on probation for a period of two years.

The appointment is made subject to the verification of their character and antecedents and declaration of fitness by Medical Board.

In the event of any adverse matter noticed by the Government on verification of character and antecedents, their services will be terminated. Similarly, in the event of they being declared as unfit by the Medical Board their services will be terminated.

By order and in the name of the Governor of Goa.

Paula Fernandes, Under Secretary (Health-II).

Porvorim, 7th October, 2010.

Addendum

No. 4/21/2009-II/PHD

Read: (1) Memorandum No. 4-21-2009-II/PHD dated 06-08-2010.

(2) Order No. 4/21/2009-II/PHD dated 08-09-2010.

After third para in the Order cited at preamble (2), the following fourth para shall be added to read as under:

"The appointment is made against the vacancy occurred due to creation of one post of Lecturer in ENT, Goa Medical College vide Order No. 4/20/2008-II/PHD dated 16-12-2009".

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Health).

Porvorim, 6th October, 2010.

Department of Public Works

Office of the Principal Chief Engineer

Order

No. 19-16-PCE-PWD-EO/2010-11/116

The Goa Engineering College, Farmagudi, Ponda is appointed to function as State Technical Agency (STA) under State Level Scheme Sanctioning Committee (SLSSC) for implementation of the National Rural Drinking Water Programme (NRDWP) funded by the Government of India.

This is issued with the approval of the Government.

By order and in the name of the Governor of Goa.

J. J. S. Rego, Principal Chief Engineer, PWD & ex officio Addl. Secretary.

Panaji, 6th October, 2010.

Department of Transport

Directorate of Transport

Order

No. D.Tpt/STA/MISC/2010/2851

Read: Notification No. 5/25/89-TPT/1117 dated

30-05-2008.

Sanction of the Government is hereby conveyed for payment of sitting fee to non-official members of the State Transport Authority and Regional Transport Authorities as under:

1. The State Transport Authority Rs. 400/- (Rupees four hundred only) per sitting/per meeting.
2. The Regional Transport Authority Rs. 300/- (Rupees three hundred only) per sitting/per

meeting.

The issues with concurrence of the Finance Department vide their U.O. No. 1408750 dated 22-03-2010.

By order and in the name of the Governor of Goa.

Arun L. Desai, Director of Transport & ex officio Joint Secretary.

Panaji, 2nd September, 2010.

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